



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS  
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE  
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010  
(213) 738-2222 FAX (213) 637-0820

**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

May 26, 2006

To: Each Supervisor

From: Michael J. Henry *Susan*  
Director of Personnel *for*

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of May 25, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 451 employees at KDMC. Of this number, 232 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed six cases and have opened three additional cases. As a result, our open caseload is currently 48 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians or nurses.

### **RECRUITMENTS**

As part of the KDMC College Relations initiatives, 32 nursing students, as well as four nursing instructors from the Compton College RN program, attended a presentation hosted by the KDMC Nurse Recruitment Office and toured the facility on May 24, 2006. The four hour program concluded with a large percentage of students submitting employment applications for Senior Student Worker, Nurse and/or Interim Permittee, Nursing positions.

Each Supervisor  
May 26, 2006  
Page 2

If you have any questions, please call me.

MJH:STS  
SBH:amb

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:\KDMCSTATUSMEMO FINAL 052606

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 05/25/06**

**Dated: 5/25/2006**

Closed Cases - 849  
Open Cases - 48  
Referred Cases - 11  
Grand Total = 908

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	4	30	0	29	73
Discharges of Probationers	0	6	8	1	10	25
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	10	7	22	1	17	57
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	11	76
<b>Release of Temporary Employee</b>	14	1	34	0	8	57
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>65</b>	<b>41</b>	<b>197</b>	<b>17</b>	<b>131</b>	<b>451</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	10	39	43	30	145
<b>Total Actions Taken</b>	<b>88</b>	<b>51</b>	<b>236</b>	<b>60</b>	<b>161</b>	<b>596</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 05/25/06

Dated: 5/25/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>55</b>	<b>9</b>	<b>1</b>	<b>65</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	<b>76</b>	<b>10</b>	<b>2</b>	<b>88</b>